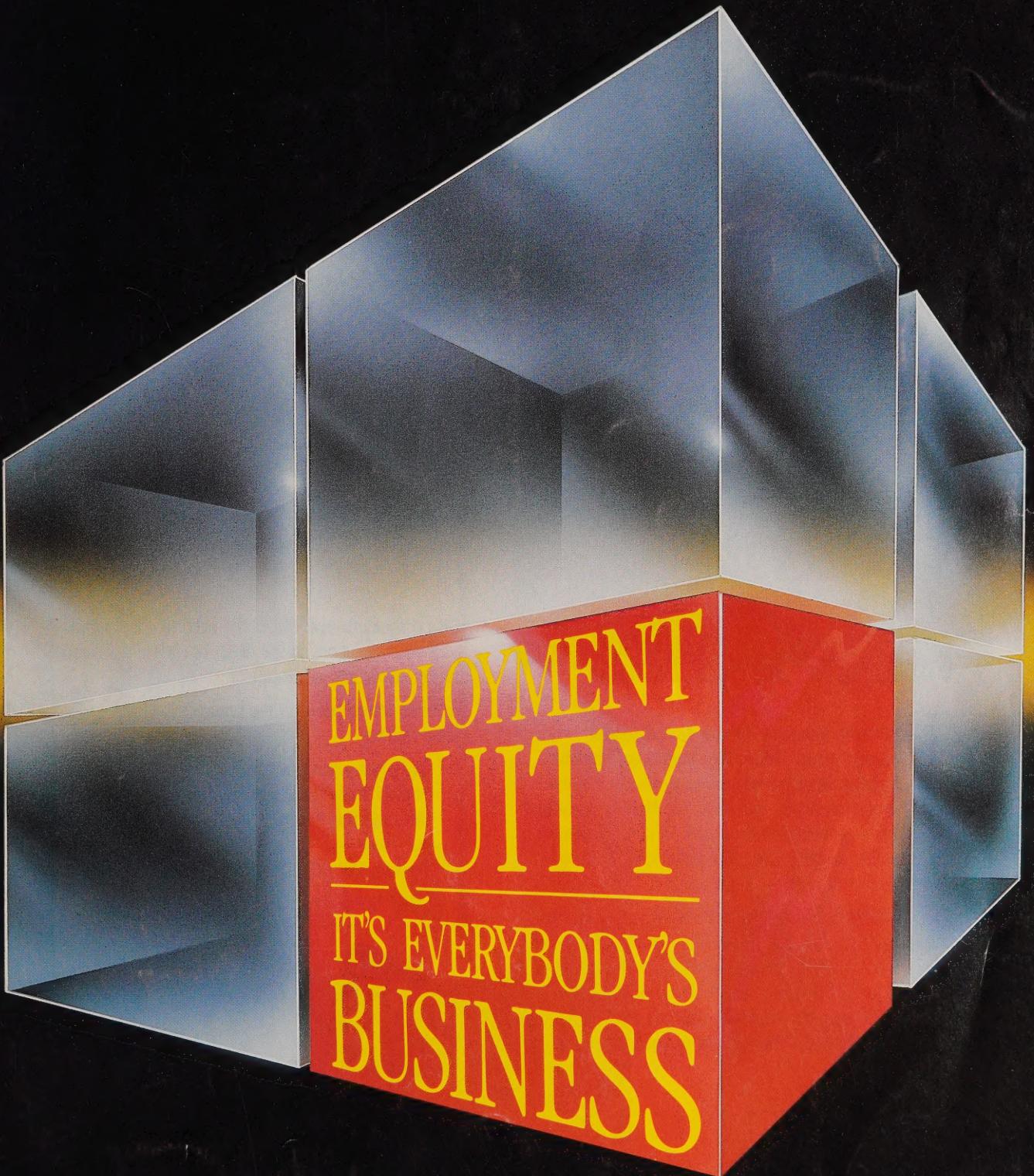


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EMPLOYMENT EQUITY AWARD WINNERS 1988



EMPLOYMENT
EQUITY
IT'S EVERYBODY'S
BUSINESS

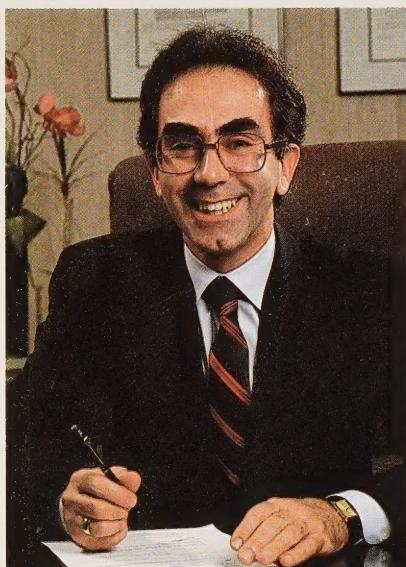
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A Letter from the Minister

Dear Friends:

This year's recipients of the Ontario Women's Directorate's employment equity awards represent a cross-section of society—public and private sectors, the labour movement, and community-based organizations. But as different as these winners are, they all have one thing in common—their commitment to employment equity with solid, consistent support from the top.

There is a lesson to be learned here. For equity to become reality, chief executives must take the concept to



heart, sell it to their leadership, and initiate programs that turn ideas into workplace solutions.

The world of the future will be increasingly competitive. And to compete effectively, we must utilize every resource available to us. As one recipient aptly puts it, we cannot eliminate up to half our available human resources on the basis of their gender. Nor can we afford to ignore the groups that make up Ontario's diverse labour force such as our aboriginal peoples, visible minorities, people with disabilities, or francophones.

This year's recipients demonstrate that while each organization is different, and each must determine its own best way for addressing the issue of employment equity, results can be achieved through commitment and creativity.

To the recipients, I extend my congratulations on a job well done. Your initiatives have touched on a wide spectrum of equity issues, and you can take pride in the fact that your efforts have helped to bring Ontario's workplace another step closer to the goal of full employment equity.

Gregory Sorbara,
Minister Responsible
for Women's Issues

Consultative Services Branch

The Ontario Women's Directorate is a central advocacy agency within the Ontario government. Through policy development and program coordination, consultation, and public education, the Directorate works to enable the government to achieve its commitment to the economic, legal and social equality of women in Ontario.

The Directorate's Consultative Services Branch (CSB) encourages the planning, development and expansion of employment equity in Ontario workplaces. Through seminars, technical guides and funding for innovative projects, CSB supports employers who are just beginning such programs, and those wishing to enhance programs already in place.

CSB's consultants understand the need to adapt employment equity solutions to the needs of each organization's unique culture and environment.

For more information on the branch's services, please contact:

Consultative Services Branch
Ontario Women's Directorate
480 University Avenue
2nd Floor
Toronto, Ontario M5G 1V2
(416) 597-4500



Ontario
Women's
Directorate

- Please send me additional information on Employment Equity.
- I would like to be included on your mailing list.
- I would be interested in finding out more about workshops and seminars on Employment Equity.

Name _____
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Organization _____
Address _____

City _____ Province _____
Postal Code _____ Telephone _____

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organisme _____
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- Faites-moi parvenir des renseignements supplémentaires au sujet de l'équité en matière d'emploi.
- Veuillez ajouter mon nom à votre liste d'envoi.
- Faites-moi parvenir des informations complémentaires quant aux ateliers et séminaires sur l'équité en matière d'emploi.

—
TIMBRE
POSTE

Consultative Services Branch
Ontario Women's Directorate
480 University Avenue, 2nd Floor
Toronto, Ontario
M5G 1V2

Direction des services consultatifs
Direction générale de la condition
féminine de l'Ontario
480, avenue University
2^e étage
Toronto (Ontario) M5G 1V2

This Year's Winners

Cambrian College



"We need CEOs from the private sector to get more actively involved in employment equity. The whole thing is so positive that I can't understand why more organizations haven't taken it to heart."

Glenn Crombie
President, Cambrian College
- at the Sudbury campus

Labour Council of Metropolitan Toronto and York Region

"We've come quite a way in a fairly short period of time. But we still have a lot of work ahead of us before we can say that every workplace in Ontario is based upon the fact—not the concept—of full employment equity."

Linda Torney
President, Labour Council of
Metropolitan Toronto and York Region
- on the rooftop of the David Archer Housing Co-op



Edwards, A Unit of General Signal Ltd.



"I think there's a lot of lip service given to the whole issue of employment equity. It really isn't until you put resources to the task of providing equity that you can ever claim any success."

Brian Veale
C.E.O., Edwards, A Unit of General Signal Ltd.
- Owen Sound

Cambrian College Sudbury, Ontario

Bringing employment equity to an organization is like planning a journey. While many organizations realize this, they may not know how to navigate from one point to another, probably because they have not clearly defined where they should begin.

"You really don't know where you stand as an organization until you do an employment equity audit," says Glenn Crombie, president of Cambrian College in Sudbury, Ontario. "Without an equity audit, organizations may be off track and not addressing the problem as clearly as they should."

Cambrian College began by conducting its first equity audit in 1985. It considered all jobs within the college, and measured the levels of participation by women and other groups, such as visible minorities and people with disabilities.

The audit report was submitted to the college's board of governors in early 1986. The board reviewed it and passed an employment equity policy that touched every level of the organization.

The impact of the audit was immediate. At the time, the board consisted of one-third women. Since then, as vacancies have come open, an attempt has been made to increase the participation of women. Today, the board enjoys equal participation from men and women, and is also chaired by a woman.

At the time of the audit, Cambrian College did not have gender equity in middle management. This problem was addressed with the establishment of a six-component management training program for women.

Today, partly due to the training program and partly due to the fact that goals for hiring have been set in each department, Cambrian has achieved gender equity in its middle management ranks. Of 90 positions, half are staffed by women.

There are still no women in the college's vice-presidents' ranks, but the college has initiated a senior management internship program to overcome this. Women intern to the college's senior managers, thereby gaining valuable skills that will help them reach top administrative levels.

While some of the equity audit's findings were known in advance, such as a lack of women in senior management, some were surprises. Natives, for example, are visible in the local community and more than 300 are enrolled at the college, but only one Native was employed on faculty.

The college was sending an unintentional message to the Native community. "We'll teach Natives, but we won't hire them" it seemed to say, and to counter this, the college began actively encouraging Native people to apply for positions for which they felt qualified. Since then, the college has been able to increase the number of Native people employed as instructors to 10, up from one in 1984.

The college has sent a similar message to visible minorities. Today, Cambrian has 18 visible minority faculty members, up from three in 1984.

Cambrian College conducted a second employment equity audit earlier this year to measure progress and determine priorities for the future. And while most areas showed positive improvement, Mr. Crombie feels there is a great deal of work still to be done, especially in training women for top management positions.

"Overall, I was pleased with the results of the second audit," he says, "but I still feel there are areas in which we can strengthen our equity programs. Top management, for example, is one area where the entire college system needs a great deal of work."

Mr. Crombie has long been a supporter of equity on a variety of fronts. The college is one of the few organizations with a gender neutral language policy in both English

and French, and his presence at a series of sexual harassment seminars ensured the seminars were well attended by staff.

A few years ago, Cambrian initiated a provincial task force to examine the special needs of disabled people in colleges, and was also responsible for the establishment of the Northeastern Equity Network for public and private sector employers. The college has also set up three childcare systems—one French, one English and one home care program—and has studied the feasibility of establishing a Native facility.

If Crombie could change anything to help speed along the employment equity process, it would be to see the private sector get more involved.

"We need CEOs from the private sector to get more actively involved in employment equity," he explains. "The whole thing is so positive that I can't understand why more organizations haven't taken it to heart. And why would any organization eliminate up to half its available human resources by not practicing employment equity?"



Marylou Fox, board member at Cambrian College and Director of the Ojibway Cultural Foundation, teaches native heritage to students enrolled in the college's native programs.

Labour Council of Metropolitan Toronto and York Region

With its origins traceable to the 1971 birth of the Toronto Trades Assembly, the Labour Council of Metropolitan Toronto and York Region is an umbrella organization with approximately 40 union affiliates and more than 400 locals. The Council represents 181,000 working people in its region, of which 38 per cent are women.

The Council's mandate is to advance the economic and social welfare of working people in Metro Toronto and York Region. For a number of years now, it has realized that employment equity is an important issue to women, and therefore to a large per cent of its membership.

"Since its creation, the Labour Council has always recognized its role as an agent for social change in society," says Linda Torney, president. "Throughout our history, we're usually first to identify such issues and first to work toward resolving them."

Realizing that change often begins from within, the Labour Council recently developed a program that attempted to increase awareness of equity within its own ranks and those of its member locals. The Equality Project for Union Women was designed to focus interest on increasing the number of women, including immigrant and visible minority women, holding decision making positions in the local labour movement.

The equality project was carried out over three phases. The first, known as the outreach phase, sought input from locals on the number of women in executive positions. Locals were asked to identify potential and existing barriers that prevent women from holding such positions, and were asked for ideas on ways in which such barriers could be eliminated.

"We used the outreach phase as a way of immediately raising consciousness," says

Ms. Torney. "We wanted union locals to realize there are some inequities in the local labour movement. And we wanted them, wherever possible, to come up with solutions for this problem."

Phase two consisted of discussion groups. These further helped both union women and their locals better understand the barriers to women's involvement in decision making, and how these barriers could be overcome.

Phase three was a June, 1988, conference organized around the theme "Equality: A Union Issue." The conference looked at how many women hold executive positions within the labour movement and compared that number to the percentage of women in the general membership. It also addressed any inequities and how these could best be eliminated to the benefit of the entire labour movement.

"The goal of the entire project was to initiate change so that union leadership will one day reflect the same percentage of women in its executive ranks as exists in the membership," says Ms. Torney. "The best way to ensure that 'woman's' issues are treated as 'people's' issues is for women to be fully represented at all decision-making levels."

Through its English in the workplace programs, the Council has provided English as a second language course to hundreds

of women—both working and unemployed. And to help workers fill gaps in basic skills, the Council has also developed literacy and numeracy programs.

"All of our English programs are geared to the worker's experience," says Ms. Torney. "While we're teaching English, we're also teaching workers' rights and other things that will help participants better understand Canadian society and their role in it."

Although the Labour Council has made an effort to visit high school classes to encourage young women to consider options in non-traditional roles, they feel there is a great deal left to do. "It's an issue I'd like to get more involved with in the future," says Ms. Torney. "Next year, I'd like to explore the whole concept of 'bridging,' helping young women make up the difference between high school and apprenticeship programs."

She feels that most people "don't recognize" the need for such programs. And even if they do, they don't know how to put such programs together.

As a labour leader, she feels there is a growing awareness in the labour movement that male dominated platforms are no longer acceptable.

"You've got to have a mix of men and women," she says. "Most unions these days realize it's essential to have women in leadership roles."

"We've come quite a way in a fairly short period of time. But we still have a lot of work ahead of us before we can say that every workplace in Ontario is based upon the fact—not the concept—of full employment equity."



Instructor Olga Reis conducts ongoing skills training seminars through the Labour Council of Metropolitan Toronto and York Region to women including Doreen Emmanuel, Helen Papadakis and Livia Wong

Edwards, A Unit of General Signal Ltd. Owen Sound, Ontario

It's one thing to talk about providing equal opportunity to all employees. It can be quite another to put that concept into action.

"I think there is a lot of lip service given to the whole issue of employment equity," says Brian Veale, chief executive officer of Edwards, a unit of General Signal Ltd., in Owen Sound. "It really isn't until you put resources to the task of providing equity that you can ever claim any success."

Edwards designs and manufactures high-technology fire systems for industrial and high-rise buildings. The company treats everyone equally, regardless of gender, culture or background, and provides opportunity to all on an equal basis.

As a competitor in the technically advanced field of electronics, Edwards needs highly trained employees. This requirement of a technical background could serve to exclude women from a number of jobs at the Edwards' plant.

Less than one per cent of the province's college graduates in electronics are women and most women in today's workplace have never been encouraged to seek train-

ing for non-traditional occupations. As a result, women who lack the technical background for electronics jobs have difficulty obtaining the skills they need.

In order to meet their own skills training requirements Edwards is participating in a pilot project with the Ministry of Skills Development. Employees learn an electronics trade through a combination of on-the-job training and home study. This program, while available to many employees, is particularly beneficial to women because it allows them to balance their careers and their home lives. Edwards now has five women apprenticing as electronic systems specialists.

On-the-job training has always been essential to Edwards' success. The service and sales managers at its Toronto branch office—both women—received their training on the job. One started with the company as a receptionist, the other as an assembler.

Mr. Veale feels that some employers are still reluctant to invest in women. There is the fear, he believes, that women will ultimately choose their families over their careers.

"There is a concern about investing time and money in employees who may not return to work after having children," Mr. Veale admits. "Because of that thought, we have developed ways to allow women to effectively combine their careers and their family."

Even in the days of two-income families, the responsibility of child care often still falls to the women; if adequate child care cannot be found, it is, in most cases, still the woman who stays home with the children.

Edwards has purchased priority daycare for its employees through donations to a local association. It has also established an informal emergency babysitting service for employees who encounter difficulty with child care arrangements.

Full maternity and adoption leaves are available to employees after only 45 days of service, as opposed to the legal requirement of one year and 11 weeks. The company

also supports part-time work and job-sharing, and has worked out a plan with insurance carriers to offer pro-rated health and pharmaceutical benefits to part-time workers.

To Edwards, employment equity means equality and opportunity, but it also means freedom to enjoy a comfortable, safe working environment. The company's circuit board assemblers—mostly women—are prone to an affliction known as repetitive strain injury (RSI), a painful condition that causes loss of mobility in wrists and elbows.

When the company discovered that RSI was plaguing women in its production jobs, an ergonomic specialist was assigned to design work spaces that would help eliminate the problem. At considerable expense, adjustable seating has been provided, benches and tools have been re-designed, and the company is working toward the goal of eliminating RSI.

They also have a policy to protect workers from harassment—sexual, racial or religious—and another ensures that AIDS sufferers will not be discriminated against. All these innovative policies at Edwards reflect the company's progressive approach.

"Employers should be prepared to take a little risk and invest in women," Mr. Veale says. "Investment means encouragement. And encouragement generates loyalty. We've found that when we go out of our way to help our employees, we more than get it back in their enthusiasm and dedication."



Job-specific training at Edwards has helped many women, like Kathy Traplin, panel maker, to meet the demands of modern technology.

Part entremise du Labour Council of Metropolitan Toronto
and York Region, Institute Olga Ross offre des seminaires
de formation pratique à des femmes elles mêmes
Emmanuel, Helen Papadakis et Lilia Wong



„Nous avons parcouru beaucoup de chemins en une période de temps relativement courte. Mais, nous avons encore beaucoup à faire avant de pouvoir dire que nous avons encore beaucoup de travail devant nous pour élire un concept.”

Dans le cadre de l'un de ses programmes en milieu de travail, le syndicat a offert des cours d'anglais language secondaire à des centaines de femmes au travail ou en chômage. Pour aider les travailleuses et les travailleurs à faire aider les travailleurs et les travailleuses à

„Le programme avait pour objectif d'a-
mocer un changement pour que l'on fasse sy-
niquer un certain nombre de personnes de
différentes catégories et qui ont des idées
différentes sur la question du développement auquel
les femmes doivent participer pleinement au processus
qui regardent tout le monde, c'est que les
femmes soient traitées comme des questions
légères et non pas comme des questions
membres, souligne Mme Tormey. La mél-
de femmes proportionnel au nombre de ses
dicta complète à sa direction un pourcentage
de femmes comparables à sa direction un pourcentage
de femmes, souligne Mme Tormey. La mél-
lure tâche de s'assurer que les questions
qui regardent tout le monde, c'est que les
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membres, souligne Mme Tormey. La mél-

La troisième étape a donc lieu à un congrès en juin 1988 portant sur le thème „L'égalité: une question syndicale“. On y a étudié le nombre de femmes éléctriant des postes de direction au sein du mouvement syndical et comparé ce nombre avec le pourcentage de femmes membres. On a également passé en revue certaines meségalités et détermine les façons de les éliminer au profit de tout le syndicat.

La deuxième étape a réuni des groupes de discussion. On a ainsi aidé tant les femmes que leurs sections syndicales à mieux comprendre les barrières qui font obstacle à la participation des femmes dans le processus décisionnel et comment ces barrières pourraient être éliminées.

injustices au sein du syndicat. Nous voulons qu'elles appuient elles-mêmes, autant que possible, des solutions aux problèmes.

immediatement la sensibilisation, expériment
Mme Tomey. Nous voulions que les sections
syndicales prennent conscience de certaines

„Cette étape permettrait d'accroître
l'éliminer ces barrières.
à ces postes et soumettre des idées pour
susceptibles d'empêcher les femmes d'accéder
ment préférer les barrières possibles et réelles
tions syndicales. Les sections devraient également
occupeant des postes de direction dans les sections
cherchait à déterminer le nombre de femmes
étapes. La première, L'étape de sensibilisation,
Le programme d'équité compétitif trois
au niveau décisionnel du syndicat régional
ministères visibles, qui détiennent des postes
plus des immigrantes et des femmes de
d'augmenter le nombre de femmes, y compris
avait pour objectif de promouvoir la nécessité
programme d'équité sections syndicales. Le pro-
membres des sections syndicales. Le pro-

Conscient que le changement doit d'abord se faire à l'intérieur même du syndicat, celui-ci a récemment créé un programme afin d'augmenter la sensibilisation aux questions d'équité dans ses propres rangs et parmi les membres de la section locale 189.

Défus sur la révolution, le syndicat a toujours recommandé son rôle d'agent de changement dans la société, exhorté Linda Tomey, présidente. Depuis toujours, nous sommes le plus souvent les premiers à identifier un problème et à travailler à y trouver une solution.»

Le mandat du syndicat est de promouvoir le bien-être économique et social des travailleurs et travalières du grand Toronto et de la région de York. Depuis quelques années déjà, il reconnaît l'importance de l'équité en matière de emploi pour les femmes, qui représentent une portion importante de ses membres.

LMetropolitain Toronto and York Region remontent à la fondation, en 1871, du Toronto Trades Assembly. Il s'agit d'un organisme qui dépend de l'ensemble des syndicats affiliés et plus de 400 sections syndicales. Il représente 181 000 personnes travaillant dans la région, dont 38% sont des femmes.

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Metropolitan Toronto
and York Region

Labour Council of



„Nous avons besoin de P.-D.G. du secteur privé qui s'engagent plus à fond dans l'équité sociale que d'emplois, en matière d'emploi, expérimente-t-il. La question est si positive que je ne puis comprendre pourquoi il n'y a pas plus d'organismes qui la prennent à cœur, ni pourquoi un orga- nisme quel qu'il soit ignorent la moitié des ressources humaines qui sont à sa disposition en ne pratiquant pas l'équité en matière d'emploi.”

Si M. Crombie pouvait changer quoi que ce soit pour aider à accélérer le processus d'équité en matière d'emploi, il souhaiterait voir un engagement plus grand de la part du secteur privé.

étudier les besoins spéciaux des personnes handicapées dans les collèges, et c'est à lui également qu'il faut donner le crédit d'avoir créé un réseau de l'éducation en matière d'emploi pour les organisations des secteurs public et privé du Nord-Est de l'Ontario (North-Eastern Employment Equity Network). Le Collège a également mis sur pied trois systèmes de garde d'enfants: un système français, un système anglois et un programme de garde familiale. Et, il a également étudié la possibilité d'établir une faculté autochtone.

Il y a quelques années, Cambrian mettait sur pied un groupe de travail provincial pour seminaires.

M. Crombie est depuis longtemps un apôtre de l'église sur des fronts. Le Collège est l'un des rares organismes qui ont une politique de langage non sexiste, à la fois en anglois et en français, et la présence de son président à une série de seminaires portant sur le harcèlement sexuel a assuré la présence de nombreux membres du personnel à ces cours.

Le Collège a transmis un message semblable aux minorités visibles. Au sujet d'abord, l'autorisation de ses institutions à en emploier dans leurs locaux, le Collège a pu porter à avis les employés pour lesquels il se croyaient formes. Depuis lors, le Collège a pu porter à avis les employés pour lesquels il se croyaient formes. Encourager activement ces gens à poster leur des noms de leur établissement, le Collège commence à effectuer une révolution, mais nous ne voulons pas les engager", semblait-il dire, et pour effacer l'impression, le Collège a commencé à toucher les personnes, mais nous ne voulons pas les toucher. Nous voulions bien enseigner aux autres que le message a la couverture autochtone.

Certaines concurrences de la vérification de l'équité en matière d'emploi établissent connues d'avance, par exemple celle de la rareté des éléments à l'échelon des cadres supérieurs, mais d'autres, inattendues, ont surprise. Par exemple, les autochtones, qui sont nombreux dans la collectivité locale, et dont plus de 300 000 sont inscrits au Collège, n'avaient qu'une très faible présentation dans la Faculté.

Il n'y a pas encore de femmes parmi les étudiantes-présidentes du Collège, mais l'organisme féminin en gestion afin de contrer cette différence. Les femmes pourraient leur stage au collège. Les femmes supérieures du Collège ont occupé des postes, la moitié des cadres moyens. De 90 postes, la moitié sont occupées par des femmes.

„Vous ne savez pas vraiment où vous en êtes dans un organisme tant que vous n'y avez pas effectué une vérification de l'équité en matière d'emploi”, dit Glenn Crombie, président du collège Cambrian de Sudbury. „Sans une vérification de l'équité, un organe peut faire fausse route et ne pas pourvoir aborder le problème de front comme il le devrait.”

Le collège Cambrian a effectué sa première vérification de l'équité en matière d'emploi en 1985. Il examina tous les emplois au sein du Collège et mesura le niveau de participation des femmes et des autres groupes, par exemple les minorités visibles et les personnes handicapées.

Conséil des gouverneurs au début de 1986. Après étude du rapport, le Conseil adopta un politique d'équité en matière d'emploi qui s'appliquait à tous les niveaux de l'orga-

Instaurer l'équité en matière de emploi dans un organisme est comparabile à planifier un voyage. Beaucoup d'organismes en sont conscientis, mais peu-être ne savent-ils pas se diriger d'un isolon à un autre, probablement parce qu'ils n'ont pas d'abord clairement

College Cambrian Sudbury (Ontario)

· Owen Sound
une division de General Signal Ltd.
· Brian Veale
directeur général de Edwards.
"Je pense que toute la question de l'égalité en matière d'emploi fait beau-
coup parler. Mais ce n'est que lorsque vous mettez les ressources en applica-
tion, en vue de sourire l'égalité, que vous pouvez espérer le succès."



Edwards, une division de General Signal Ltd.

· sur le toit du David Arcber Housing Co-op
Metropolitan Toronto and York Region
· présidente du Labour Council of
Linda Tramey
"Notre concept est une réalité et non plus seulement un concept."



Labour Council of Metropolitan Toronto and York Region

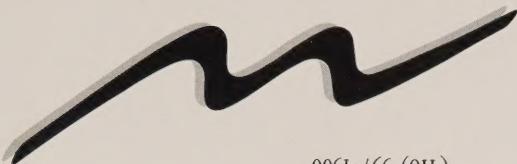
· sur le campus de Sudbury
président du collège Cambriant
· Glenn Crombie
"Nous avons besoin de P.-D.G. du sec-
teur privé qui s'engage plus à fond
dans l'égalité en matière d'emploi. La
compréhension pourra-t-il y a pas plus
qu'aujourd'hui si positive que je ne suis
d'organismes qui la prennent à cœur."



Collège Cambriant

Les Lauréats

l'Ontario
feminine de
la condition
générale
de la condition
feminine de



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480, avenue University

Feminine de l'Ontario

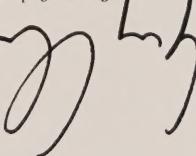
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 organisation, en fonction de sa culture et de son environne-
 tions d'équité en matière d'emploi aux besoins de chaque
 Les conseillers et les conseillères de la DSC adaptent les solu-
 a Direction générale de la condition féminine de l'Onta-

Condition féminine
Ministre délegue à la
Affeoy Shofara



val en Ontario.

ment de l'équité en matière d'emploi dans le monde du tra-
 ppeur être fier d'avoir contribué par vos efforts à l'avance-
 à plusieurs aspects de l'équité en matière d'emploi et vous
 bien remplir leur rôle en ce domaine. Vos initiatives touchent
 je ferai donc toutes les organisations gagnantes pour avoir

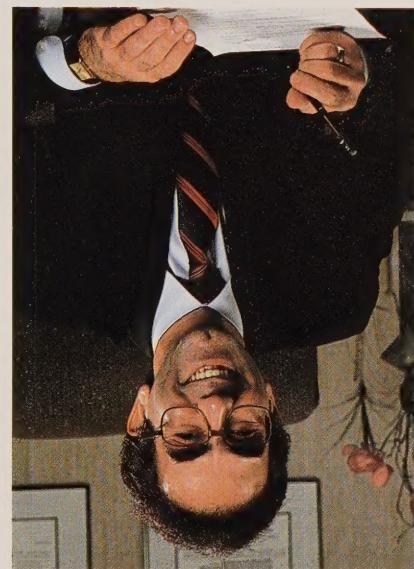
leur créativité sont les gagnants de bons résultats.
 eux d'exercer l'équité en matière d'emploi, leur engagement et
 différences et qu'ils soient déterminer la meilleure façon pour
 anne illustrer bien que, même si tous les organismes sont
 leur remporter toutes les organisations gagnantes pour avoir
 site de la main-d'œuvre en Ontario. Les lauréats de cette
 personnes handicapées et les francophones, qui font la diver-
 mettre d'ignorer, par exemple, les groupes minoritaires, les
 en raison de leur sexe. Nous ne pouvons non plus nous per-
 éliminer jusqu'à la moitié des ressources humaines disponibles
 lauréat le fait remarquer fort justement, nous ne pouvons

utiliser toutes les ressources à notre disposition. Comme un
 être des concurrents et des concurrentes efficaces, nous devons
 La société de l'avvenir sera de plus en plus concurrençable. Pour
 pour l'implanter en milieu de travail
 promouvoir auprès de la direction et créer des programmes

les programmes déjà mis en place.
 les programmes ainsi que les personnes qui veulent améliorer
 les innovations, la DSC soutient les organisations qui lancent de
 séminaires, des guides techniques et le financement de projets
 en matière d'emploi en milieu de travail en Ontario. Par des
 nifications, la mise en œuvre et le développement de l'équité
 la Direction des services consultatifs (DSC) encourage la pla-
 sociale pour la femme ou l'homme.

des engagements en matière d'équité économique, également
 Direction générale contribue à ce que le gouvernement réalise
 coordination, des consultations et l'éducation du public, la
 grâce à des politiques de mise en œuvre, des programmes de
 Grâce à un organisme central du gouvernement ontarien,
 L a Direction générale de la condition féminine de l'Onta-

Direction des services Consultatifs



Il y a une leçon à tirer. Pour que l'équité devienne réalité,
 les dirigeants et dirigeantes doivent la prendre à cœur, la

société: secteurs public et privé, mouvements syndicaux et
 tion Féminine de l'Ontario représentent tous les secteurs de la
 C de l'emploi attribués par la Direction générale de la condi-
 tive amie, les lauréats des Prix d'équité en matière
 pour l'équité en matière d'emploi et le soutien indéfectible de
 plus tard, ils ont tous en commun leur engagement ferme
 organisations communautaires. Aussi différents que les Lauréats
 leurs dirigeants et dirigeantes.

Chères amies, Chères amis,

Lettre du Ministre

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D'EMPLOI
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LAUREATS DES PRIX
D'ÉGÜTTE EN MATIERE
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